

# State Employees Union

## State Employees Union

State Employees Union is part of the General Federation of Labor in Israel "Histadrut". It represents all the civil servants in the country, for example workers from Ministry of National Insurance, Income Tax Authority, Ministry of Interior, Foreign Office, etc.

Today, there are approximately 80,000 members from approx. 80 work places (government offices, companies etc).

The chairman of the union as from 2006 is Mr. Ariel Ya'acobi.

## Bodies with an affiliation to the union

- Am"i – Company for Management of Provident Funds Ltd  
"Am"i - A Provident Fund for including salary components into pension. The Fund, receives every month deposits from employers and their employees, as a percentage of wages, manages the colleagues' money and invests it.  
The chairman of Am"i is Mr. Ariel Ya'acobi - the chairman of the union.
- "Mutual Insurance fund for member of the Union of State Employees Ltd"  
Fund for employees/retirees - members of the State Employees Union. Goal of the fund: providing a grant to a disabled colleague, who is an active worker or a grant to beneficiaries/heirs of deceased colleague.  
The Chairman of the Union serves as Chairman of the Board
- "The company for managing study fund for state employees in the Administrative ranking Ltd."  
The chairman of the company is the chairman of the union- Mr. Ya'acobi.
- "The association for the social and professions advancement of administration and services workers in civil service"  
Goals of the association: social and professional advancement of association members, promoting theoretical knowledge in the field of labor relations, activities for social unification of the association members, holding conferences, conventions, vocational training for employees, seminars and more.  
The chairman of the association is the chairman of the union.
- "Nachon" Club  
"Nachon" – is a Consumer Club that offers a wide range of recreation, leisure and cultural services while providing special benefits and discounts to members of the state employees union, including pensioners.  
The chairman of "Nachon" club is the chairman of the union- Mr. Ya'acobi.
- Association for promoting social awareness and for enriching the knowledge of state employees  
The association was established on 21.4.2009. The goals of the association are to promote social awareness of state employees by means of seminars and vocational training, professional and social advancement and promoting theoretical knowledge in the field of labor relations; activities for social

unification of the association members, holding conferences, conventions, vocational training for employees, seminars and more.

The chairman of the association is the chairman of the union

■ The "Company for Economy and Culture Projects for State Employees Ltd."

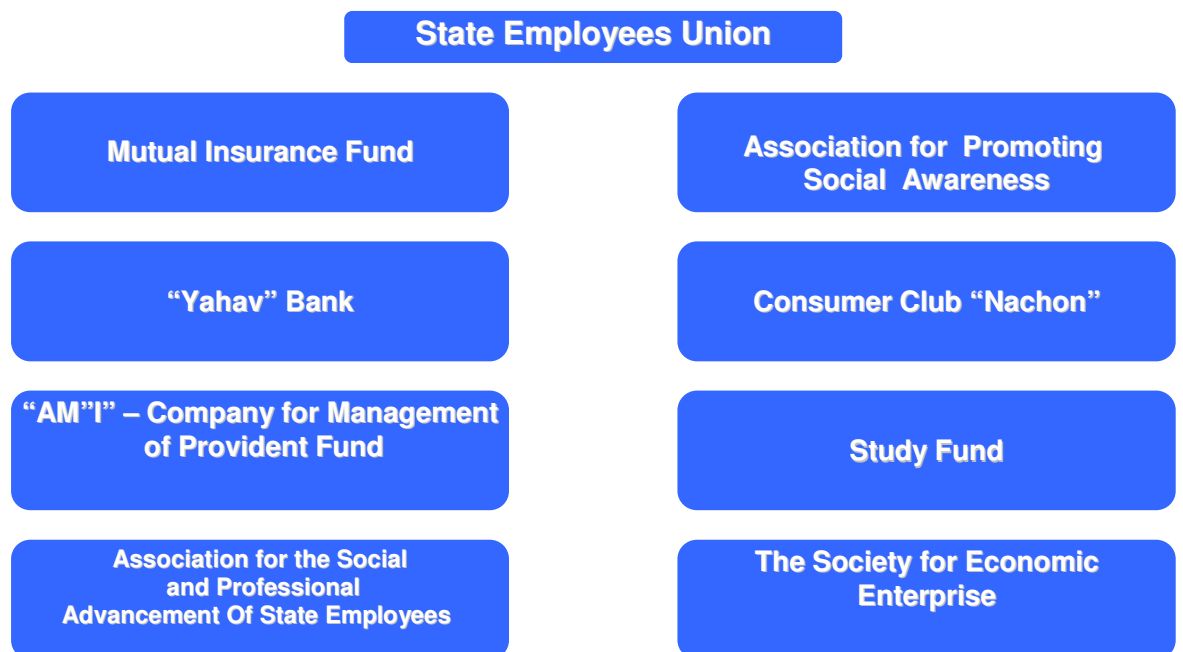
The state established the company in order to give social and culture services to state employees and pensioners. The company shares are held by state and also the state employees union and state employees.

The state workers union holds half of the company's basic shares.

■ "Yahav" Bank

The bank is held by "Mizrahi –Tefahot" Bank Ltd. (50%) and the "Company for Economy and Culture Projects for State Employees Ltd.", (50%), which belongs to the State Employees Union and the State of Israel, in equal shares.

Among the members of the Directorate is Chairman of the Union Ariel Ya'acobi.



Activities

- Negotiations with the employer i.e. the state, in order to renew wages and labor agreements.
- Maintaining the rights and welfare of employees-civil servants in accordance with the Civil Service Regulations.
- Organizing the elections for the national workers' committees that represent the workers.

- State Employees Union holds conferences, lectures, meetings and other social activities aimed at promoting civil servants.

#### Chairman of the State Employees Union

Mr. Ariel Ya'acobi was elected as the union's chairman in the elections that took place on March 23rd 2009. Mr. Ya'acobi:

- Is a senior partner of the "Histadrut" in the negotiations being conducted with the employers.
- Navigates the activities and implements the approved policy.
- Follows the activities of the regional and national secretaries, accompanies their work and offers assistance.
- Is in direct contact with the Chairman and the workers.

#### Chairman of the Union in His Role as National Secretary

Chairman of the Union holds the role of National Secretary with the portfolios that have a particular sensitivity, or those that require special care from him, for example:

- Ministry of Finance
- Income Tax, Customs and VAT
- The Prime Minister's Office
- Ministry of Religious Affairs
- Nuclear Research Center
- Ministry of Foreign Affairs
- Ministry of Science etc.

#### Additional Responsibilities of Chairman of the Union

In addition, Mr. Ya'acobi, the union chairman, serves the following roles in bodies that have an affiliation to the union:

- Chairman of the "Association for the Social and Professional Advancement of State Employees".
- Chairman of "Mutual Insurance Fund for State Employees & Pensioners".
- Chairman of "AMI" - Company for Management of Provident Funds.
- Chairman of the Consumer Club "Nachon" for state employees & pensioners.
- Chairman of the "Association for Promoting Social Awareness and for Enriching the Knowledge of State Employees",
- Chief executive of the "Study Fund for State Employees in the Administrative Ranking"
- Director in "Yahav" Bank.

#### Assistant Chairman of the State Employees Union

By virtue of her role, among others, she is the director of the of Chairman of the Union's Office and takes care of the assignment of national secretaries in the bids committees, organizes conferences and manages in practice the additional account of the union.

#### National Secretaries

The state employees union divides the responsibility for the government offices between five national secretaries and 28 union portfolio holders in the regions ("Merhavim"). For each of the secretaries, including the chairman of the union, there are several offices, which s/he is their immediate superior, on the national level.

National Secretaries meet approximately every three months to determine the policy that promotes the interest of civil servants such as: salary increase, renewal of employment agreements, workers' rights and the welfare of civil servants.

#### National Secretaries' Activities:

- Holding elections for the national committees.
- Negotiating with the management in the government offices.
- Handling labor disputes.
- Handling the application of labor and salary agreements.
- Representing the "Histadrut" in internal bids, which are held in government.
- Joining members to the "Histadrut".
- Handling individual problems, which have not been solved at the region level.
- Holding meetings and contact with employees, labor committees and employers.

#### Holders of the Union Portfolios in the Regions

Holders of the Union portfolios in the regions take care of state employees in the region. Professionally, they are instructed by the Chairman of the Union and act on his behalf. There are 28 regions spread throughout the country from Eilat in the south to the Upper Galilee in the north.

#### Activity of the Union Portfolios in the Regions

- Handling legal aid for members.
- Advice and treatment on issues of wages and workers' rights.
- Holding meetings and contact with workers, workers' committees, representatives of employees, and with employers in the workplace.
- Handling labor disputes.
- Handling implementation of labor and salary agreements.
- Participating in bid committees for jobs in civil service.
- Accompanying elections for working committees who are members in State Employees Union.
- Holding Explanation Conferences on the subjects of trade union, workers' rights, wage conditions and agreements.
- Holding activities for joining members to the "Histadrut".

#### Latest Achievements and initiatives

- signing collective agreements such as a breakthrough agreement, which the Chairman of the Union Mr. Ya'acobi worked on, for raising salaries and improving conditions of the court typists.
- Wage agreement on 17/04/2008 - 5% increase in state employees' and pensioners' wages, which was implemented in three stages from 1/1/08 until 2009.  
The pension increase underlined a commitment by Histadrut members to retired public sector employees.
- "Gmul Minhal B" Head of the Union of Government Employees Mr. Ya'acobi initiated the "Gmul Minhal B" for administrative workers, that were entitled to only one study fund -unlike the academic and professional workers that are entitled for two study funds.

- Level of retirement with the termination of employment – the granting of a level of retirement is anchored in a collective agreement and the decision on not granting it is annulled.
- Association for the Advancement of Social Awareness - Chairman of the Union initiated the establishment of a new association, that in its vision seminars on social awareness will be held also abroad.

### [Nurturing Relationships with Professional Unions Abroad](#)

The State Employees Union works to expand and deepen the international ties with parallel organizations in the world.

During the years the Union has hosted foreign delegations from various countries such as: Belgium, Ukraine, Austria, Moldova, Spain, Georgia, Malta, USA and Romania, etc.

In addition, delegations from the Union go abroad.



Photography: Meir Motil